

Practical Advice and Institutional Supports for the Parenting Professoriate

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Strategies for Supporting Parents in the Academy

1. Don't "mommy-track" parents.
2. Provide affordable, on-campus, *high quality* early childcare.
3. Provide on-campus infant care, including support for breast-feeding.
4. Structure the academic year so that it corresponds as closely as possible to local K-12 schools.
5. Provide high-quality summer camp programs, as well as camp programs that cover K-12 school breaks, so that parents' schedules are not thrown into turmoil when their kids are not in school.
6. Pay enough so that working parents do not feel that they are volunteering their labor to their institutions while consigning their children to paid childcare.
7. Offer merit pay that is not dependent on external offers.
8. Make salaries transparent.
9. Recognize that the productivity of mothers is affected by the intersection of the tenure clock and the reproductive clock. Support diversity in career trajectories.
10. Provide family support in the hiring process.

**The Faculty Senate
The City College of New York**



Proposed: March 16, 2017

Adopted: March 16, 2017

Vote: 46:0:0

*requires 34 affirmative votes to pass

Resolution to Improve the Status of Women at City College

Whereas the 2015 COACHE Faculty Job Satisfaction Survey survey found that City College female faculty are by-and-large more dissatisfied than male faculty in numerous areas, including childcare, eldercare, and “institution does what it can for work-life compatibility;”

And whereas City College seeks to provide equitable working and learning conditions that support its students, faculty, and staff in realizing their potential;

Therefore, be it resolved that the Faculty Senate of the City College of New York urges the college to focus more attention on and to provide increased tangible and systematic support for women in the college community;

Be it further resolved that the Faculty Senate shall form an ad hoc committee, consisting of faculty, staff, and administrators, to conduct a study of salary equity at City College; the administration should provide this committee with anonymized data on all faculty, executive compensation plan, and staff salaries, including titles, departments, number of years in title, gender, and race/ethnicity;

Be it further resolved that the Faculty Senate of the City College of New York requests from the administration an inventory detailing campus services, including but not limited to health, counseling, and advising, that support the particular needs of students, faculty, and staff that identify as women; and

Be it further resolved the Faculty Senate requests from the administration a timeline and plan for the reopening of the childcare center as a model of outstanding early-childhood education, with seats available not only for the children of students but also for the children of faculty and staff.